CHANGE MANAGEMENT FOR LEADERS

SUPPORTLINC EMPLOYEE ASSISTANCE PROGRAM (EAP)

INDIANA UNIVERSITY
This training is designed to help you:

• Know what to expect during times of organizational change

• Provide you with tools and strategies for working through some of the challenges you are likely to face
PAST EXPERIENCES

• What changes have you been through before?
• What worked for you in the past?
• What back-fired?
• What role models do you have that have handled change well?
• What motivates you to survive and thrive in times of change?
Reactions you might have to the organizational changes:

• "I hate this"
• "I don’t agree with this"
• "I feel just as insecure as everyone else"
• "What is the right way to handle this situation?"
• "There is no need for this"
• "We have tried this before and it doesn’t work"
• "It’s too much for me to handle"
COUNTERACTING HELPLESSNESS

The Individual
• Person tries to organize (control) everything in their environment
• Withdrawal, withholding information
• Closing off all discussion
• Ceases cooperating
• Become very critical
• Involve others negatively and unproductively

Others
• Totally overwhelmed, unable to take action
• Cling to the past
• Romanticize about the good old days
• Unable to focus
• Withdrawn
Denial is the defense to avoid facing a difficult situation.

- Uncertainty
- Skepticism
- Suspicion
- Anger
RESISTANCE

- Recognize team members as individuals
- Provide information – people want transparency
- Acceptance – feelings and responses
- Is my job secure?
- Reassurance of your support
MYTHS

- It takes a year to go through the stages
- All stages are the same
- All people deal with each cycle the same
ATTITUDE PHASES

• Positive
• Negative
• Neither/Neutral
• How do you tell?
  • Words you use
  • Are you setting new goals?
  • How do you feel?
  • Find something good that will come from this change and focus on that
• Become an innovator
• Be accountable
• Willpower - you can do it!
• Stay motivated
  • What drives you?
  • What are your needs?
It’s important to take care of yourself during times of change.

• Good nutrition
• Exercise
• Laugh, laugh, laugh
• Talk
• Cut whining to 7 minutes or less
NEXT STEPS

Getting stuck/grieving → Going in circles → Unwilling to learn

Push yourself → Fear
The SupportLinc Employee Assistance Program (EAP) is a health benefit, separate from your medical insurance, offered by your employer to help you manage life’s daily challenges.

SupportLinc can refer you to professional counselors, services and resources that will help you and your eligible family members resolve a broad range of personal and work-related concerns.
GETTING STARTED

CALL 1-888-881-LINC (5462)

VISIT WWW.SUPPORTLINC.COM

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SUPPORT FOR EVERYDAY ISSUES. EVERY DAY.